

Workplace Privacy Law 101

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Overview

- Workplace privacy law
- Employer duties
- Employee rights
- Emerging Issues

Workplace Privacy Law

- What is workplace privacy law?
- Who makes workplace privacy law?
- When was workplace privacy law created?
- Where does workplace privacy law apply?
- Why should we care about workplace privacy law?

Sources of Workplace Privacy Law

—Federal law

—*Privacy Act* (public sector)

—*Personal Information Protection and Electronic Documents Act*
(private sector)

—Provincial law

—B.C. *Freedom of Information and Protection of Privacy Act* (public sector)

—B.C. *Personal Information Protection Act* (private sector)

—Constitutional law

—Private law and common law

Basic Employer Duties

- Obtain consent for the collection, use, or disclosure of employees' personal information
- Maintain appropriate safeguards to protect employees' personal information

Basic Employee Rights

- Right to access, correct, and challenge personal information held by the employer
- Right to file a complaint with a privacy commissioner

Emerging Issues

- Workplace monitoring
- Artificial intelligence
- Cybersecurity